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ABSTRACT

With teacher entries into the work force declining and current low rates of teacher transfers and retirements and older age groups, the teaching force in the province of Manitoba is getting older. To study these trends, the age distribution of teachers was noted for the years 1970 and 1975. A discussion is presented in this report on trends in age distribution of Manitoba teachers, and also tables containing the following data: (1) age distributions for the years 1970 and 1975 in percentages; (2) numbers of teachers in each age category for those years; and (3) the pattern of change apparent in the age profiles. Projections are offered on the age composition of the teaching force in the province in the years 1980 and 1985. (JD)

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The Aging of Manitoba's Teaching Force

A Report Prepared by:
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September, 1979

Introduction

The swing from high demand for teachers in the sixties to the present apparent surplus of teachers at a time of declining enrollments has dramatic implications regarding the ageing of Manitoba's teaching force. Given that foreseeable trends exist in the ageing of the teaching force, these trends should be used as a basis for action on a number of fronts. Very generally, there are important implications for pension costs, retraining as the teaching force ages, and the likelihood that the next generation of children will face an increased "generation gap" with their teachers.

With teacher intake going down and current low losses from middle and older age groups, the teaching force is getting older. To study these trends, the age distribution of teachers was noted for the years 1970 and 1975. Projections were made for 1980 and 1985. (See end of this report for method and assumptions). Table 1 contains age distributions for those years as percentages; Table 2 contains numbers of teachers in each age category for those years. The ageing trend is obvious in the pattern of change apparent in the age profiles illustrated in Figure 1.

TRENDS IN AGE DISTRIBUTION OF MANITOBA TEACHERS

: In 1970 the age profile (Figure 1) had a "fir tree" shape with the 24 years and less age group constituting the broadest base and representing more than 28% of the teaching force. The beginning of a "barrel" shape profile was apparent by 1975. The number of teachers in the 24 years and less age category shrank by more than 1700 and accounted for only 13.5% of the teaching force. By 1985 this "barrel" shape will be quite obvious, with less than 3.3% of the teaching force aged 24 years or less.

: The median age of teachers is steadily increasing (see Table 1). In 1970, over half the teachers in Manitoba were age 30 or less. By 1985, approximately half will be age 39 or more.

: After age 30 the trend is for stability in the teaching force with little net loss. This is likely to remain so partly due to lack of job opportunities elsewhere. Therefore, it is expected that the bulk of young teachers hired in the 60's and still in the teaching force, will remain there.

: For the next 10 years or so, retirement will contribute in a steady way to teacher loss. Beyond this, however, the prospect is for a much more rapid increase in the retirement rate. The large group of teachers aged 25-29 in 1970 will be in the potential retirement 55-59 age group by the year 2000. The even larger group aged 20-24 in 1970 will reach the 55-59 age group by the year 2005.

: Teacher mobility has been decreasing significantly. With the general ageing of teachers, the trend should be for even greater stability of the teaching force. However pension plans are becoming more portable and with the noted increase in number of people leaving the province, the net loss in the older age groups could increase, opening up vacancies for new teachers.

: By the time retirement becomes a significant factor in teacher loss, enrollment will have stabilized and even begun to increase. Thus the current trend toward reducing the retirement age may reduce itself as demand for teachers begins to recover.

FIGURE I

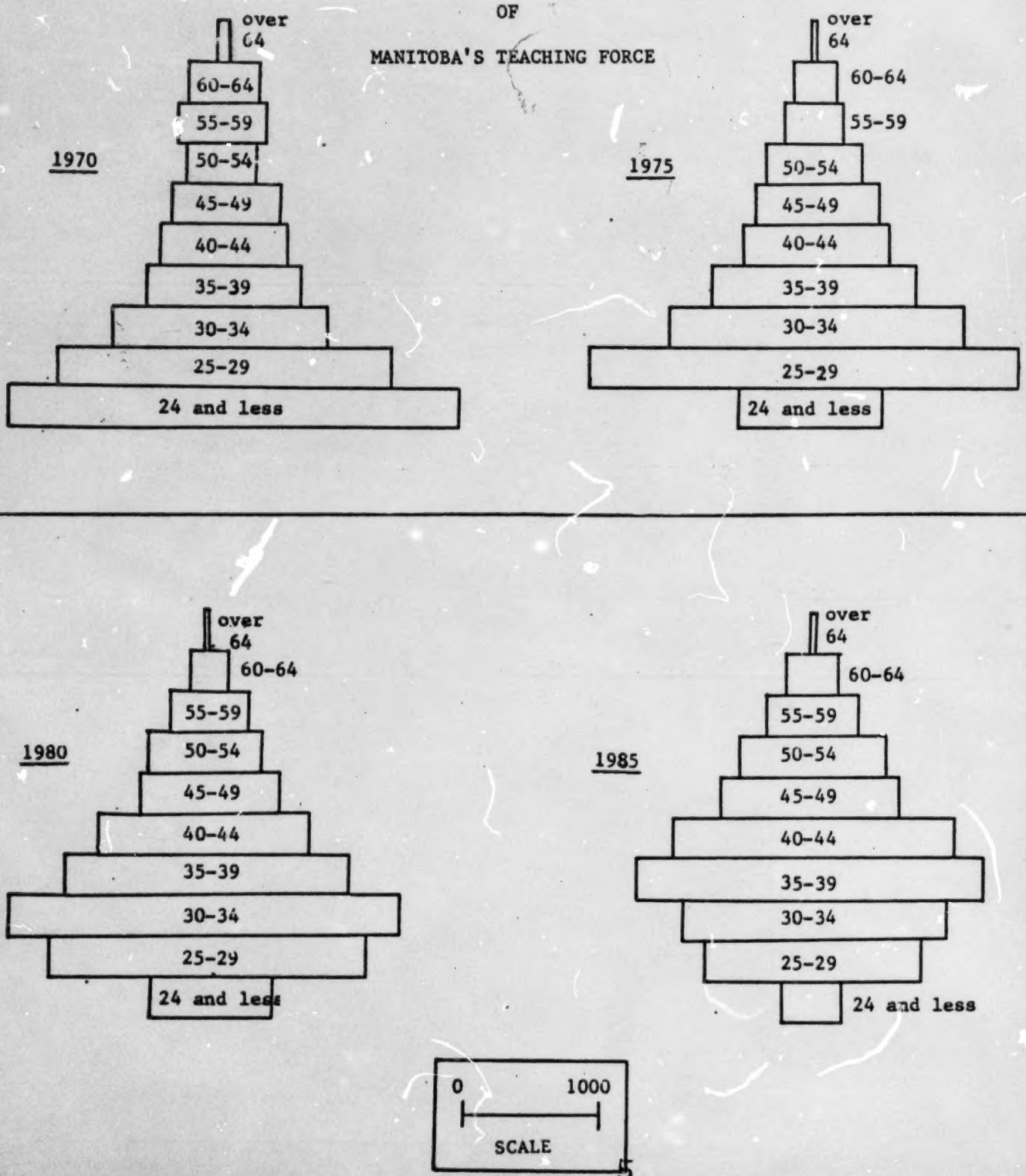
CHANGE

IN

THE AGE PROFILE

OF

MANITOBA'S TEACHING FORCE



Projections: Method and Assumptions

Net changes in five-year age groups over four five-year time periods were used as a basis for projection to 1980 and 1985. Estimated data was calculated on the assumption that the total teaching force will decrease slightly with the predicted decline in enrollments to maintain present pupil/teacher ratios.

There is stability in the older teaching force, with relatively small net loss over a five year period for age groups 30-34 through to 50-54. It was assumed that this stability will continue. Retirement contributes in a steady way to teacher loss. Furthermore, age of retirement is decreasing, in part due to changes in teachers' pension plan. Projections were made assuming this trend would continue.

Instability in the younger teaching force makes those projections more tenuous. The net gain over a five year time period for the group initially aged 20-24 has increased dramatically whereas the net five year loss from those initially aged 25-29 has increased dramatically. It was assumed that the effects of the predicted decline in the total number of teachers will affect mostly the net five year increase of the group initially aged 20-24. It was further assumed that the net five year loss from the group initially aged 25-29 would not continue at such a dramatic rate although it was unclear what contributed to this loss.

Table 1

Age Distribution of Manitoba Teachers

1970, 1975, 1980, 1985

Age Category	Percent of Total Teaching Force			
	1970 (actual)	1975 (actual)	1980 (estimated)	1985 (estimated)
65 and over	0.8%	0.1%	0.0%	0.1%
60-64	4.2	2.3	1.6	2.5
55-59	5.5	3.9	4.6	5.5
50-54	4.8	6.0	7.0	8.4
45-49	6.3	7.6	8.8	11.4
40-44	7.8	9.4	12.0	17.1
35-39	9.3	12.3	17.1	21.6
30-34	12.3	17.9	22.4	16.1
25-29	20.3	26.7	18.8	13.8
20-24	20.9	13.3	7.5	3.3
15.9	1.5	0.2	0.0	0.0
Median Age	30.5 years	32.7 years	35.4 years	38.9 years

Source: Educational Data Services, Manitoba Department of Education (actual data)
Research Branch, Manitoba Department of Education (estimated data)

Table 2

Change in Numbers of Teachers in Age Categories

1970, 1975, 1980, 1985

Age Category	Numbers of Teachers			
	1970 (actual)	1975 (actual)	1980 (estimated)	1985 (estimated)
65 and over	91	7	4	7
60-64	505	281	200	310
55-59	660	483	570	674
50-54	576	730	874	1,027
45-49	752	934	1,086	1,386
40-44	935	1,157	1,485	2,087
35-39	1,104	1,511	2,126	2,645
30-34	1,468	2,197	2,774	1,960
25-29	2,413	3,275	2,326	1,682
20-24	3,209	1,627	932	402
15-19	174	23	0	0
Unknown	27	19	20	20
Total	11,914	12,244	12,400	12,200

Source: Educational Data Services, Manitoba Department of Education (actual data)
Research Branch, Manitoba Department of Education (estimated data)

FIGURE I

CHANGE

IN

THE AGE PROFILE

OF

MANITOBA'S TEACHING FORCE